

Teamsters Need a Plan to Fight for Members' Rights

Employers Ask Teamsters to Boost Corporate Profits

Employers used to call it "speed-up." Now they call it "productivity." But for working Teamsters, it means the same thing.

Across the country, in every Teamster industry, the drive for more productivity is on. The result is more injuries, increased stress, declining working conditions, and job loss.

At its worst, the drive amounts to

union busting or forcing Teamsters out on strike to survive. That's what happened at the Detroit Newspapers, Basic Vegetable, and at Summit Logistics (Safeway Foods) in California.

With a plan for each of our industries, our union can take a powerful stand to beat this offensive. After all, corporate profits have been skyrocket-

ing for a decade. If we can't make progress now, when can we?

But instead of using our power, top Teamster leaders are jumping on management's productivity bandwagon.

Trucking Management Wants Union on Board

The current issue of *Transport Topics*, the official publication of the American Trucking Associations, has a front page article praising the Hoffa administration's "pledge to work with trucking companies to increase productivity." Corporate labor relations executives rave about this "turning point in relations with trucking management."

This is the second time this year the trucking industry has praised the Hoffa administration for embracing management's productivity schemes.

A few months ago, another management publication, *Traffic World*, published "In Love With Hoffa," and quoted the top-ranking labor relations exec at UPS, Thomas Weidmeyer, bragging about how well UPS was doing with "grievances, settlements of disputes."

In the early 1990s, our union ended years of work-rule concessions and began to take on the productivity push. The Teamsters Union

helped to craft new ergonomics guidelines for the Occupational Safety and Health Administration that would require companies to invest in equipment and practices to reduce injuries and preserve our health.

But last fall, when it came time for the final push to get those protections written into law, our International was missing in action. The same trucking employers who are praising our union leadership's new direction were out in force to defeat the new standards. Now those protections may be scrapped.

Our union needs a plan to boost workers' rights, not corporate productivity. We need a plan to organize nonunion competition that is undermining labor standards in our industries. We need grievance reform to give us real protection on the job. We need an aggressive political program that uses Teamster members to build grassroots pressure on politicians and strengthens our voice in the political process.

Without a union plan, our officials end up going along with the corporate plan. That's substituting wishbone for backbone. And it's not working.

It's time for our Teamsters Union to take the lead in challenging corporate greed with a plan that puts safe and fair working conditions ahead of management's productivity goals.

"I've been working with TDU members in my local for almost a year now, as we've fought to reform our local and defend our contracts. But I never saw the need for me to join TDU."

"Then I went to the TDU Convention in Cleveland, and found out what TDU is all about. It's about education. It's about organizing. It's about mobilizing. But most importantly, I saw that TDU is about individual Teamsters joining together as a group to make our union work for us, the members."

"That was when I understood that supporting TDU wasn't enough, and I joined on the spot."

"If you believe in TDU's principles, you need to take the next step. Join TDU today!"

Bill Sawyer

Local 938, Leaseway
Toronto



JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

e-mail address _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

____ \$35 one-year membership & subscription to *Convoy Dispatch*.

____ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

____ \$20 for spouses, and Teamsters who gross less than \$17,000 a year.

____ \$20 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

More News Inside ...

UPS Contract 2002

Draft Platform for Change p. 3

Using the STAA to Defend Jobs

Interview with attorney Paul Taylor p. 5

Carhaul Legal Victory

Seniority rights defended p. 8

California Local 572 Trusteeship

Members' diligence, investigation pays off..... p. 9

Convention Delegate Elections

Members gear up for Teamster Convention..... p. 11

Letters From Our Members

Every Vote Counts

As Al Gore and George W. Bush wrestle over a difference of a few hundred votes in Florida, I wonder what the thousands of Floridians who didn't vote are thinking? If they had a strong preference for one of the candidates, they certainly missed a great opportunity to swing the election and send their man to the White House.

Reform Teamsters who don't vote in union elections are throwing away a similar opportunity. In the 1998 International election our Rank & File Power Slate came within 55,000 votes of beating Hoffa -- but more than a million eligible members failed to return ballots. And in local union delegate races, we did very well among locals where we fielded Rank & File Power candidates -- but in many locals the opposition ran unopposed.

This despite the fact that Tom Leedham offers a much sharper contrast to Hoffa than exists between Gore and Bush, two corporate-funded politicians. In Rank & File Power we have a platform that motivates Teamsters who've been turned off by Hoffa's "talk tough and settle short" scam. That's how we climbed from nowhere to take 40 percent of the vote in a few short months of campaigning in 1998.

So when the ballots are counted in next year's delegate races and in the International election, let's take a lesson from Florida. No Leedham Slate votes will be left clipped to anybody's refrigerator or laying in a pile of mail on anybody's desk. Our get-out-the-vote effort will bring home the victory for reform.

Tom Sheibley
Local 653, Roadway
Brockton, Mass.

Retirees Need Health Coverage

Now that I am retired, I would like to see more coverage in *Convoy Dispatch* on what the International is **not** doing for retirees. We need a medicare supplement badly, especially prescription drug cover-

age. After 40 years of Teamster family coverage, my family now finds ourselves thrown to the wolves, and left to fend for ourselves. Not much respect for members who fought for better wages and benefits all those years.

Jerry Lamm
Local 24, retired
Akron, Ohio

UPS Tries to Quash Literature Distribution Rights

I help to edit and distribute a rank and file newsletter called *UPS Yours*. My center's feeder drivers have been sharing the newsletter with other UPS-ers, moving it around to other centers and hubs that they visit daily. Recently, Burlington, Vt., feeder drivers were threatened with termination if they were caught with *UPS Yours* in the feeders, supposedly for stealing time and using UPS's equipment. It would be really helpful if you'd clarify the rules for us. Can someone be fired for passing out a pro-union newsletter? Should the feeder guys worry?

When we spoke to Trish Callahan from the International, her advice was to "not let anyone get fired over this." I don't know what to make of that. The threat is sometimes just as chilling as the reality, and much easier to do.

Dawn Stanger
Local 597, UPS Preload Steward
Burlington, Vt.

Convoy Dispatch reply: UPS management's attempts to halt distribution of *UPS Yours* is a serious matter, one that is addressed by several rulings of the National Labor Relations Board and affirmed by federal appeals courts. Those decisions, along with federal law, say that UPS employees are permitted

to distribute literature like *UPS Yours* or *Convoy Dispatch* in all nonwork and mixed-work areas during non-work times. The company cannot restrict what materials employees carry in their personal belongings. For example, 50 copies of *UPS Yours* in an employee's lunch box, or carried in a bag with personal belongings in a truck, taken out *only* during break time, would be protected.

Telling someone they can't bring *UPS Yours* into other centers or have them in your truck with your personal belongings is the same as saying they can't pass them out. TDU will stand with any members who choose to exercise their rights.

TDU Meets

ARIZONA TDU
Saturday, Dec. 2, 2 p.m.
Round Table Pizza
6661 W. Bell Rd., Glendale, Az.
For information call 313-842-2600

ASHTABULA, OHIO, TDU
Last Saturday every even month
Saturday, Dec. 30, 1 p.m.
Geneva Country Kitchen
1741 Route 534 at I-90
Geneva, Ohio
For information call 330-797-1541

BALTIMORE/D.C. TDU
Third Sunday every odd month
Sunday, Jan. 21, 2 p.m.
Location to be announced
For information call 301-317-4030

CHICAGOLAND TDU
First Sunday every even month
Sunday, Dec. 3, 10 a.m.
Caezar's Inn
5001 W. 79th St., Burbank, Ill.
For information call 773-486-3831

GEORGIA TDU
Second Saturday every month
Saturday, Dec. 9, 12 noon
Shoney's Restaurant
Hwy. 138, Stockbridge, Ga.
For information call 770-974-7134 or 912-727-2438
e-mail: GATDU@aol.com
website: www.tfdgateam.org

NORTHERN CALIFORNIA TDU
Third Saturday every odd month
Saturday, Jan. 20, 10 a.m.
Dimond Branch
Oakland Public Library
Fruitvale and MacArthur
Oakland, Calif.
For information call 707-426-5310

SOUTHERN CALIFORNIA TDU
First Sunday every even month
Sunday, Dec. 3, 10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.
For information call 562-694-5831 or 760-951-4949

YOUNGSTOWN, OHIO TDU
Last Saturday every odd month
Saturday, Jan. 27, 2 p.m.
Denny's Restaurant
4927 Mahoning Ave.
Austintown, Ohio
For information call 330-797-1541

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 2000 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

TDU International Steering Committee

Co-Chairs:
Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Ashley McNeely, Minneapolis Local 2000
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Erik Jensen, Minneapolis Local 320
Matt Latzo, Baltimore Local 355
Joyce Mims, Atlanta Local 728 spouse

Members:
Homer Lambert, Chicago Local 743
Maria Martinez, Pasco, Wash., Local 556
Raul Rodriguez, Jr., Los Angeles Local 630
Michael Ruscigno, New York Local 802
Lorene Scheer, Seattle Local 174
Willie Smith, Columbus Local 413
Chris Sullivan, New York City Local 237

Alternates:
Alex Adams, Cleveland Local 407
Tom Sheibley, Brockton, Mass., Local 653
Benita Vela, Chicago Local 710 spouse

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128,
Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.

TDU can be contacted by e-mail at: tdudetroit@tdu.org
or on the World Wide Web at: <http://www.igc.org/tdu/>

NY Office: P.O. Box 170131,
Brooklyn, N.Y. 11217 Phone: (718) 624-7746. Fax: (718) 875-9336.
E-mail: tdueast@igc.org

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UPS Contract 2002

Platform for Change

UPS Teamsters met in November at the TDU Convention to discuss the future of our contract. Our goal is to formulate a Platform for Change that can unite all UPS Teamsters and be the basis of a forward-looking plan for our union.

The 2002 contract is approaching. By mid-2001, we need to have a campaign for a good contract underway across the country.

Below is a draft Platform for Change. The UPS Network to Defend Our Contract is seeking input from all UPS Teamsters on this platform.

Platform for Change at UPS

Make Overtime Voluntary

Uncontrolled overtime can ruin our health and family life. The current contract provides too little protection. The 9.5-hour rule is not a solution. We need to fight to make overtime voluntary.

Stop Management Harassment

Production harassment has a chilling effect and undermines our rights and contract protections. We need language with teeth in it, such as "three strikes and you're out" for supervisors guilty of harassment.

Eliminate Article 40 (Air Agreement)

UPS's most profitable volume — air shipments — is handled by the lowest paid drivers. Air hub employees have only a three-hour guarantee and the least opportunity for full-time jobs. Loopholes allow management to work air drivers for straight time on holidays. It's time to end the two-



"There is no leadership coming from the International. TDU and the UPS Network to Defend Our Contract are all that stand between us and the so-called last, best and final offer from 1997. Some local unions want to fight, others are intimidated, and others are just lying down for the company. In Cleveland we made plans to begin to prepare for contract 2002."

Eric Robertson
Local 728, UPS
Atlanta

tier deal of Article 40.

Stop Subcontracting

In 1997 we won stronger contract protection against the subcontracting of feeder work. UPS is still determined to move this volume on the ground — as we have seen with the rash of subcontracting that began in 1999. They also are looking to divert existing work to non-union brokers. We need a complete end to subcontracting.

Create More Full-Time Jobs

In 1997 we won 10,000 new full-time jobs by combining part-time jobs. We need to do no less in the next contract: 10,000 more full time jobs by combining part-time jobs. We also need to close loopholes that allowed the company to create divisions over which jobs got combined.

Wage Parity

We need to end the two-tier wage scales. Starting wage for part-timers should be increased to \$13 with a two-year progression to top inside rate.

Prepare for Changes at UPS

Management has spent billions creating technology that will transform the company. We need new language to make all UPS jobs Teamster jobs. We need a neutrality clause to organize UPS Logistics and other subsidiaries. UPS may enter the LTL trucking field as well. All UPS work needs to be Teamster work.

Enforce the Right to Safety on the Job

Back injuries, blown-out knees, carpal tunnel syndrome — UPS has become one of the worst safety offenders in the transportation industry. We need aggressive safety enforcement from the International Union and new contract language to protect us on the job.

Stiffen Penalties for Supervisors Working

Language in Article 3, Section 7, should be beefed up to establish stiffer penalties for supervisors caught stealing bargaining unit work. If caught working, management should pay the employee who files the grievance a bounty as outlined in the current contract. Loopholes in local riders and supplements must be closed.

Grievance Procedure Reform

The grievance panel system at UPS is broken. Management dominates the committees. Local unions and members

are divided, while UPS labor relations never breaks ranks with top management in Atlanta. We need:

- A code of conduct for panel members that includes a requirement for disclosure of how union officials vote on grievances.
- A grievance database to track decisions, in order to take advantage of positive decisions and spot bad trends.
- Right to appeal a discharge to an arbitrator (as is done in the Atlantic area).

Getting Started For the Future

- Circulate this draft Platform for Change and discuss it with your co-workers. Send ideas to UPSDefendernet@mindspring.com or to TDU. Contact TDU for more *Convoy Dispatch* to distribute.
- Recruit interested Teamsters to join TDU. We need to beef up our team for the contract fight that is not far away.

UPS and Downs

Louisville Local 89 Refuses to Protect Jobs.

Feeder work that originates at a center must be performed by drivers qualified and available from that center. This prevents management from playing Teamsters against each other.

At the Bluegrass building in Louisville, this is not being enforced. Feeder drivers from the hub are pulling empties into the yard, taking out the Bluegrass volume to a third building, then returning to pick up the empties.

Local 89 president Fred Zuckerman refuses to take the issue to the grievance panel, asserting that it's a loser. But our union has won this issue before many times. What's up here? Has somebody given away a contract protection?

Company Unilaterally Implemented 6-hour Jobs.

UPS has established the use of six-hour employees at the Louisville air hub. These employees receive no overtime until eight hours, and part-time wages and benefits. This move is in violation of a membership vote last summer that rejected these jobs and undermines our union's goal of creating more full-time jobs. And it violates the contract. Local 89 is seeking to arbitrate the issue.

New Anti-Harassment Policy.

In October UPS unveiled its new zero-tolerance policy on workplace harassment in many centers across the country. The policy prohibits rude, profane and confrontational conduct. This policy, if enforced equitably, would improve our working conditions. The problem is that supervisors, often the worst violators, will likely be exempted from scrutiny by Human Resources. Activists and stewards, however, who must stand up to management abuses will have a new concern if management is gunning for them. Next time you are harassed by management, be sure to cite violation of this new policy in your grievance along with violation of Article 37.

Seniority Erosion Hits Contract.

When two employees, one part-time and one full-time, have worked their daily guarantee, finished their assigned work, and extra work is available, whose seniority should prevail? When part-timers were introduced to the system in 1968 they were to be used to supplement full-time employees. This is the principle that has applied for some time. If a full-timer is laid off, they get to bump two junior part-timers to continue to work in most areas of the country.

Now management wants to change this. In New Orleans they won't allow full-time employees to work past eight hours unless it's unavoidable. In some cases part-timers are working so much their earnings are higher than the full-timers. In Louisville it is the other way around; at the end of the day UPS wants to make full-time inside folks work overtime when plenty of part-timers are available. The International Union position on this issue is unclear.

Proliferation of Nonunion 'Temps.'

For years now UPS has expanded its use of nonunion temps hired through agencies such as Norrell and Manpower Inc. This problem has largely been ignored by the International and most locals. A national panel decision ruled that temps cannot handle packages if their handling progresses the package through the system. Also, if they are assigned work that has ever been assigned to Teamsters, they are taking Teamster work. A grievance should be filed on violations. A log should be kept of what work these employees are performing as this will be valuable in the upcoming contract negotiations to show the extent of the problem.

Concessions — While the 'Lovefest' Grows

Where's Our Union's Plan For Freight?

Recent developments in the trucking industry dramatically show that our union needs an all-out plan for the future. Without it, we are not going to survive as a strong union in our central industry.

The current trend toward consolidation and integration in the trucking industry is accelerating. FedEx is coming into freight. Airborne is demanding concessions as they enter the ground delivery market. Freight executives are predicting that UPS may acquire a major freight carrier, and that the Big 4 union carriers will soon be the Huge 2.

Meanwhile, the IBT Freight Division is as sleepy as Rip Van Winkle. Bulletins occasionally come out, telling us how rosy everything is. But when Central Transport tosses out Teamsters and goes nonunion, nothing is done.

Now the IBT Freight Division is openly telling the employers that we will go along with their plans, as General Secretary-Treasurer Thomas Keegel just did.

Consider These Facts:

- In the early 1990s, the Freight Division had a plan and some commitment

of resources. The plan's first step was to organize Overnite Transportation, and it was working. Nearly 4,000 Overnite Teamsters were organized, many in the South. The IBT's plan focused on Overnite to score a major win: to knock down the "Berlin Wall of the trucking industry."

- Now the Freight Division is adrift. The Overnite drive had its resources cut and its leaders fired. It stalled. A strike was called at Overnite when few Teamster leaders believed it could be won, as more organizing was needed to build our strength. But that would take resources, commitment, and talented leadership. There is no plan. Concessions at Airborne, cutting back on organizing, and avoiding taking on the challenges posed by industry changes are only going to make our situation worse.
- We need a plan to organize in freight, with real targets, leadership and resources. A first step would be to assemble freight leaders and experts (such as Professor Mike Belzer, author of "Sweatshops on Wheels")

to discuss the issues. A second step would be to take up the questions of leadership, resources, and member-

Presser was the Teamster president who initiated the disastrous downward spiral in freight.

"A top Teamsters union official [Thomas Keegel], in what could be a turning point in relations with trucking management, pledged to work with trucking companies to increase productivity."

—Transport Topics, Nov. 20, 2000

ship involvement in the plan.

- We need to organize. In a recent speech, Tom Leedham pointed out that the International Capenters Union has 500 organizers in the field, and it is only one-third the size of the Teamsters Union. We need to think big. Yet the International Union has fired the best organizers (who were snapped up by other unions) and cut back funding for organizing, especially in freight. Trucking is a growth industry, and if we have a plan. The Teamsters Union can become a powerful force for the workers who make this industry move.

Consider what the Trucking Corporations Say About the IBT:

- Trucking Association Loves Teamster Policies. The official publication of the American Trucking Association, *Transport Topics*, ran a front page article on Nov. 20 detailing management's appreciation for IBT policies on freight bargaining and organizing. The focus was a speech by IBT Secretary-Treasurer Thomas Keegel to the American Trucking Industrial Relations Association. Keegel was the first Teamster official to address this association of corporate labor relations executives (many of them union busters), since the late Jackie Presser did so in the 1980s.

- Corporate Management Invited to IBT Convention? Management people were happy to hear that the Teamsters would reverse policy and invite corporate people to the Teamster convention next year in Las Vegas. Invite the bosses to our union convention? At the 1991 IBT Convention in Orlando, Local 776 delegate Tom Griffith took the floor to point out that UPS management people were there lobbying delegates to oppose an amendment to our union constitution to give us the right to vote on all contract supplements and riders. We hope that Griffith, now Eastern Region Director of Freight, remembers that courageous stand he took before he got a job with the International.

- Less Organizing; Trucking Execs Happy. Keegel also informed the employers that the International Union is now doing less organizing, spending less on organizing and, *Transport Topics* noted, has "shifted [organizing] from the national office to local unions." This has to be music to the employers' ears, because individual locals cannot possibly take on FedEx, American Freight, or other multinational corporations that will increasingly dominate the trucking industry.

We need a plan, and it cannot be the employers' plan. It has to be a Teamster plan.

Will UPS Be Far Behind?

FedEx Enters Freight Industry

FedEx has just become a major threat to the future of the unionized freight industry.

In November FedEx acquired American Freightways for \$1.2 billion, in a move to become a full-service carrier, offering LTL trucking along with air and parcel services. FedEx already owns Viking, a major nonunion regional carrier in 11 western states. American Freightways covers the 40 easternmost states, so trucking analysts call the combination a perfect fit.

Together, AF and Viking employ over 15,000 nonunion drivers and dock workers in the LTL industry. FedEx is the dominant air express carrier, has RPS in small package, and now has a national LTL carrier aimed at regional markets. And all are nonunion.

The current trend in trucking is toward one-stop shopping, where a carrier offers

to handle all of a shipper's needs. The growth of logistics companies has spurred this trend.

Airborne is currently attempting to get concessions from its 9,000 Teamsters to enter the ground market in a big way. The International Union has had no response.

Trucking analysts speculate that UPS may follow with the acquisition of a national LTL freight carrier.

Don Little of ABF was quoted in *Traffic World* predicting that, "The future of LTL trucking is going to come down to two huge carriers. It's just a question of whether two will be merged on their own or whether somebody huge comes in."

This trend is going to impact hundreds of thousands of Teamsters: freight, UPS, and air freight. The employers have big plans. Our Teamsters Union leadership needs a plan to protect and expand our NMFA and organize the freight industry.

Is FedEx an Airline?

FedEx is now a triple threat to the Teamsters Union. First, it's the biggest air freight carrier in the world, with no Teamsters. Only the pilots are union.

Second, its RPS subsidiary is a nonunion parcel operation.

And now it's the second largest regional freight carrier (behind nonunion Con-Way). And it's growing.

There are a lot of reasons why FedEx is nonunion. Our own union gets some of the blame for closing down the budding organizing efforts that were started there in the mid 1990s.

But one reason is that FedEx operates under the legal fiction that it's an airline! This puts it under the Railway Labor Act, instead of the National Labor Relations Act (NLRA). This means that FedEx's courier operation can only be organized nationally, on an all-or-nothing basis, instead of station by station.

For years the Teamsters Union has rightly pointed out how ridiculous this is. With FedEx's expansion into LTL trucking, the case is stronger now. It's time for a political offensive to bring FedEx under the NLRA where it belongs.

Freight Lines

Teamsters, Preston Reach WARN Act Settlement.

Preston Trucking Company has agreed to an \$18.9 million settlement with the Teamsters to resolve their liability for violating the WARN Act. Preston, a former subsidiary of Yellow Freight, suddenly closed in late July 1999, leaving more than 4,750 Teamsters without jobs. The closing of the union carrier was particularly suspicious because it coincided with Yellow's acquisition of a non-union carrier, Jevic, that serviced essentially the same areas in the central and northeastern United States.

These displaced Teamsters will receive a minimum payment of \$2000 per person for the company's failure to give the 60 day advance notification required by the Worker Adjustment Retraining Notification (WARN) Act. They will also be paid for their accrued and prorated vacation pay. Preston also will pay an additional \$19.4 million to fringe benefit funds including health insurance and pensions. The case had been scheduled for bankruptcy court, but the all-party settlement averted a trial. The settlement also ends a WARN Act trial set for Feb. 2001.

Interview with Truck Safety Attorney Paul Taylor

Using the STAA to Fight Discrimination Over Safety

Attorney Paul Taylor, a popular workshop presenter at the TDU Convention, has extensive experience with truck safety and health issues. He has won many cases for Teamsters using the Surface Transportation Assistance Act (STAA).

Section 31105 of the STAA, drafted and enacted through the lobbying efforts of TDU, has proven to be a valuable tool. It protects workers from retaliation or discrimination over truck safety related activity, such as refusing to drive while fatigued. Hundreds of drivers, mechanics and other transportation employees have used the STAA to win job reinstatement and back-pay awards.

Convoy Dispatch interviewed Taylor recently to get his ideas on how Teamsters can best take advantage of the STAA.

For a complete explanation of your rights under the STAA, refer to TDU's STAA Handbook.

Convoy Dispatch: Who is covered by the STAA?

Paul Taylor: If you could affect motor vehicle safety, then all or parts of the act cover you.

The same coverage applies to workers other than drivers. For example, a dock worker could be asked to load a trailer over the weight limits or in an unsafe manner. If they raise a concern about this safety hazard, and are then disciplined for it, they may be able to get protection under the STAA.

Mechanics obviously affect motor vehicle safety. Yard switchers are slightly different. In a case against Roadway, the DOL determined that a yard horse is not a commercial vehicle. To the extent they operate or raise concerns about commercial vehicles, including trailers, they are definitely covered.

Clerical workers may even be covered depending on the extent to which their work affects motor vehicle safety.

Freight workers are obviously covered. What other Teamsters can receive protection?

A: If you work for a private-sector commercial carrier you are likely covered. UPS, carhaul drivers, tankhaul—all would be covered. Beverage, bakery and other Teamsters may be covered.

Even UPS package car drivers could be covered if their gross vehicle weight rating is 10,000 pounds or more.

Q: What mistakes do you see people make when dealing with STAA cases?

There are three common mistakes.

One big one is not clearly stating the reason for refusal to drive. The law says the employer has to have knowledge of your protected activity. For example, saying you are sleepy is not enough. Say you are too fatigued to drive safely in your judgment.

Saying a tractor is a piece of garbage is

not enough. Be specific: "I cannot safely operate this tractor because it cannot build brake pressure up over 90 lbs."

A second mistake is using an unprofessional manner. Get your facts straight, document your case, keep it impersonal—and win.

Finally, if you are going to file safety complaints, have your house in order as much as possible. At the very least don't take big risks or take part in work behavior that could be used against you. A common problem is the falsification of logs. It is common and everyone looks the other way—until they are looking for reasons to go after you.

What are some general tips for increasing your chances of winning an STAA case?

Keep a good paper trail. Keep copies of bills of lading, toll tickets if applicable and a record of what happens in a notebook. Another good idea is to keep a small tape recorder and use it to take notes, instead of a notebook.

Things to put in your notebook (or recorder) include notes on construction delays, traffic or weather conditions, odometer readings, etc.

What are effective strategies for dealing with fatigue cases?

Keep notes about what times of day you have been sleeping (or not), about illness or physical problems. For example, you could say that you are too tired to take a work call because you have been sleeping days until recently and are now driving days. Or you could say that you could not sleep because of illness, or cannot concentrate because of a fever. Give specific evidence.

Do not speculate into the future. You may know pretty well that you will be fatigued in 12 hours. Best however is to wait until a work call comes and then tell the employer that you are too fatigued to drive. Courts look skeptically at someone who has anticipated fatigue or illness.

In terms of illness, go see your doctor and have him/her put you off work. Another strategy is to report for work. Have someone drive you over. Let them see what kind of condition you are in, if you are in bad shape.

What are strategies for dealing with equipment problems?

Know the regulations. If you refuse to drive because of lack of equipment but the equipment is not required, it could be a problem.

You must give the employer the chance to correct the problem. For example, if there is a bald tire or belts are showing on a tire say "I will drive that truck when you replace the tire."

If possible take photos or get other

drivers, a steward, or mechanic to witness the problem.

What if management says drive or else?

One option is to drive the truck to the nearest scale, if you can get there safely. Another option, call the highway patrol on the CB. And again, always say you are willing to work and that you are willing to drive when the problem is fixed.

How should problems with bad weather be handled?

I think the best thing to do is to get to the terminal, if you can, start the trip and then say it is unsafe. You can still be protected under STAA without going to the terminal, but can have a stronger case if you do. Or at the very least, make sure your refusal is as close as possible to the time of your trip.

If you do refuse and get disciplined make sure to get supporting information on the weather right away.

When dealing with a lawyer what information should a driver have at his or her disposal?

Have dates and be very specific. If a fatigue case, have everything leading up to that case. Get copies of everything to

the lawyer as soon as possible. They will need to review it before a second interview.

Also be prepared to tell what the remedy will be. Dig out payroll information. The lawyer will also need to know what you would have been paid for pension, medical, what sick days were lost, etc.

If fired you need to go out and look for work right away. Otherwise, you could lose on back pay. Keep a log of where you go and who you talk to. You have to make an effort to mitigate damages. But you don't have to accept inferior work, only substantially similar employment.

Are there suggestions for dealing with OSHA?

Any settlement negotiations should go through your lawyer. Be sure to return OSHA's calls as promptly as possible. Don't give them excuses for backing off on a case. Write a letter to them every week or call and ask if there is anything they need from you.

Will I win in the first round?

Only with slam-dunk cases. OSHA attorneys are conservative. They want to take cases that will definitely win. It is rare to get an initial order without a hearing. So, you need to be ready to appeal and move forward.

NEW PUBLICATION!

THE STAA HANDBOOK

THE WEAPON AGAINST EMPLOYER RETALIATION FOR SAFETY ACTIVITY.

This new booklet is a complete guide to using the Surface Transportation Assistance Act to challenge unjust discipline over truck safety activity.

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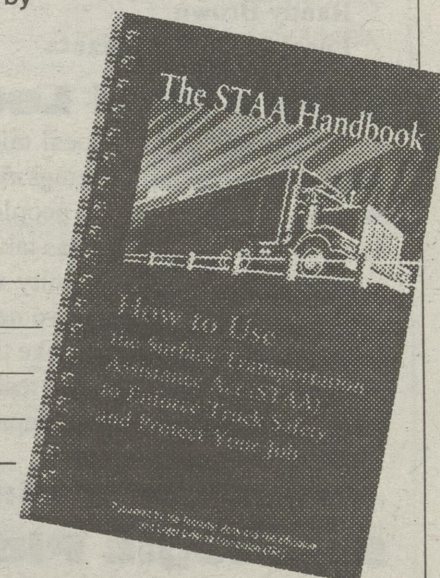
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TDU Convention 2000

Building Rank & File Unity a

'A Better Future for the Teamsters Union'

Excerpts of remarks of TDU National Organizer Ken Paff to the 25th Rank & File Convention.

This is our 25th TDU convention. That's staying power. Last night we looked at what we've been able to accomplish, at the history we've made. And now we have to look ahead.



Kim Shanahan of San Francisco Local 856 spoke to the convention about what it means to be a Teamster Convention delegate. Kim was an outspoken delegate to the 1996 IBT Convention in Philadelphia.

TDU is about the future. About creating new leaders across this union, because the Teamsters Union, and the labor movement, need a lot more leaders at all levels. That's TDU's job.

TDU is about new directions. You know, it's not easy for local leaders to buck the tide, to build a union that encourages and relies on membership involvement. We have to bind together the reform officers in

our union and build networks of strength, solidarity, education and action.

TDU is about getting organized. We need the TDU movement, and the TDU organization, to carry us through the rough spots, to learn from each other, and always, always work toward a better future for the Teamsters Union.

There are powerful people in this union who want to drive us backward. The old guard officials who would love to go back to the era of Jackie Presser, when the members could be ignored, and officials could do anything they want.

But you know what? They can't. They can't go back to \$500,000 salaries, ratifying contracts after members reject them ... they can't even reinstate the Affiliates Pension Plan [for officials-only], as they would like to.

Why not? Four reasons. Because Teamsters now have the Right to Vote. Because there are courageous, talented Teamsters ready to run in those elections. Because Teamster members have had a taste of the future, and they don't want to go backward. And most of all, because of TDU. Because of those of you here and our other good members and activists back home.

That's why democracy is alive in the Teamsters Union.

We have to leave here ready to make history again. In the upcoming delegate elections, to send delegates to the IBT Convention and make a difference. In TDU we challenge each other and ourselves to reach high. That means running for delegate, to reform our Teamster constitution, and for the future.

And we need to work to elect the Rank & File Power slate, leaders who can take this union forward, not backward.

And we have to build the reform movement. TDU has made a lot of history in the past decade. The biggest upset election in the whole history of labor in 1991. Labor's victory of the decade in the UPS strike of 1997. And a whole lot more. We are just getting started. A new century, a new future. And, if we do our job and if we build TDU, then the Teamsters Union ain't seen nothing yet.

Members Speak About the TDU Convention

Democracy and Member Rights

"When you come to a convention, you understand how to put TDU into practice. I'm fighting for democracy — it's what members want and where our power is. I go to TDU Conventions knowing I'll be with people of like minds and hearts that are working for the betterment of members and working toward democracy.

"I'm running for delegate to the Teamsters Convention to fight for members to have a voice. We want members to have more rights, not lose rights at the convention. We want members reporting to members about what happens at the top of our union."

Randy Brown

Local 728, UPS, Atlanta

Unity and Leadership

"The trustees at our local talk a lot about unity, but they're not even holding general membership meetings. We used to have grievance procedure meetings on Wednesday nights to help people with problems, but not any more. We don't have a union any more; Hoffa has taken over.

"We need the kind of unity where members are educated and involved. I got involved in TDU because we needed someone working with us, not against us. I had never been to an event like the TDU Convention before. So many knowledgeable people took the time to teach us so much. We heard Tom Leedham speak. I know with him elected, the oppression we are facing will stop."

Alvero Quinones

Local 115, Eastech, Philadelphia

Strategic Planning

"The carhaul jurisdictional meeting at the TDU Convention was a great opportunity for carhaulers on both sides of the border to come together and

discuss concerns about our rapidly-changing industry. Since the International has no plan to build clout in carhaul, these kinds of meetings are all the more important to strengthen cross-border ties between carhaulers and develop a rank and file response to the employers' offensive."

Brian Chapman

Local 938, Allied Systems, Toronto, Canada

Strong Contracts, Involved Members

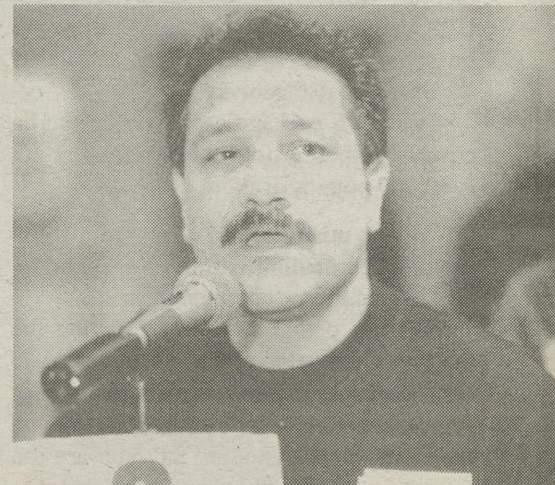
"Hoffa has ended member involvement in contracts. When he decided to meet with August Busch, rather than talk to our members, it was a turning point in Teamster contract fights — a turn to weakness. Hoffa started putting out letters to the members that looked like Auggie sent them himself. He abandoned our members, and today management is imposing an unratified contract.

"When the rank and file is not involved, they don't know what's going on, and it makes it easier to be sold out. This isn't something that happened just to A-B workers, it's happening to a lot of Teamsters.

"We need members to be involved — that's what makes us strong."

Joe Zainchowski

Local 1149, Anheuser-Busch, Baldwinsville, N.Y.



Alvero Quinones, Local 115, speaking from the floor at the TDU Convention.

and Power

A Strong Union Involves Everyone

We see the 1.4 million member Teamsters as the source of strength of this union — to build it, to organize, and to make it strong. Tom Leedham has pioneered the concept of one-on-one membership involvement and rank and file power. Believe me, it works.

The Hoffa people see the members as people to lie to when they need votes. They want to keep you in the dark if you want to get involved. Why is that? Because they want to keep you ignorant.

I was working with our union signing up members for DRIVE. I was assigned to Local 614 in Michigan, the local that James Hoffa was a member of. And believe me, I was working in his office and I never saw him come in.

I was getting ready to go to this shop when the BA told me, there's no use going to that shop Hardy, all you're going to do is just waste your time on it. You're not going to sign anybody up. They really don't care.

I went anyway. And I talked with them and I signed up all of the members with the exception of two. The members just happened to be African American. No one from the union had ever asked them to really get involved.

We've got to ask our members to get involved and not leave anyone out of the loop.

We need to reach out to Black Teamsters, Latino Teamsters, women Teamsters and all Teamsters. We've got to develop new leaders in this union, including from the ranks of the minorities. Tom Leedham knows that, and our slate will embody that. And believe me, we will do that.

It seems that those who are in power don't believe that. They're afraid of new leadership. We need to involve young people in the union. Remember when the old guard said UPS part-timers would not strike? We said that they can be involved, and the young people at UPS showed what they were made of.

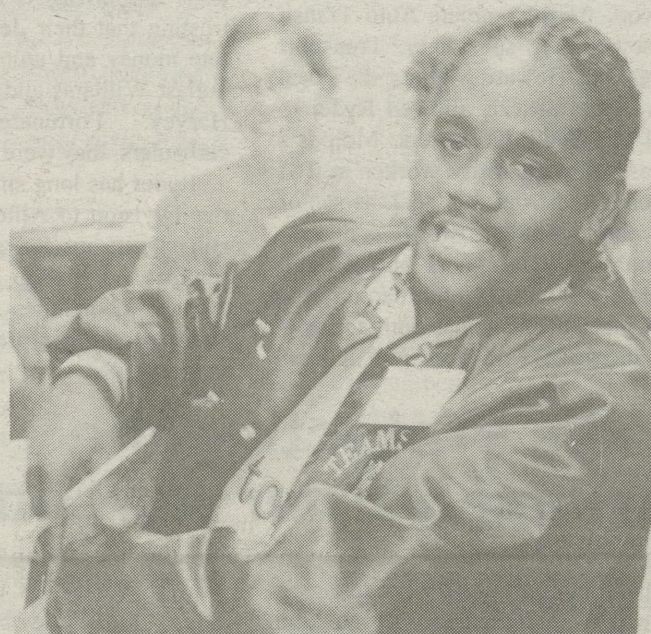
When we win this election, I want to be involved in drawing more young people into the union in every way we can. The next generation of Teamsters is the future of our movement. This doesn't mean that I don't care about older Teamsters.

On the road I hear more and more comments about changes needed in our pension plan, about working towards COLA in our pensions, about health benefits for retirees. We need to fight for these, and I and the Tom Leedham slate are committed to fight for these changes.

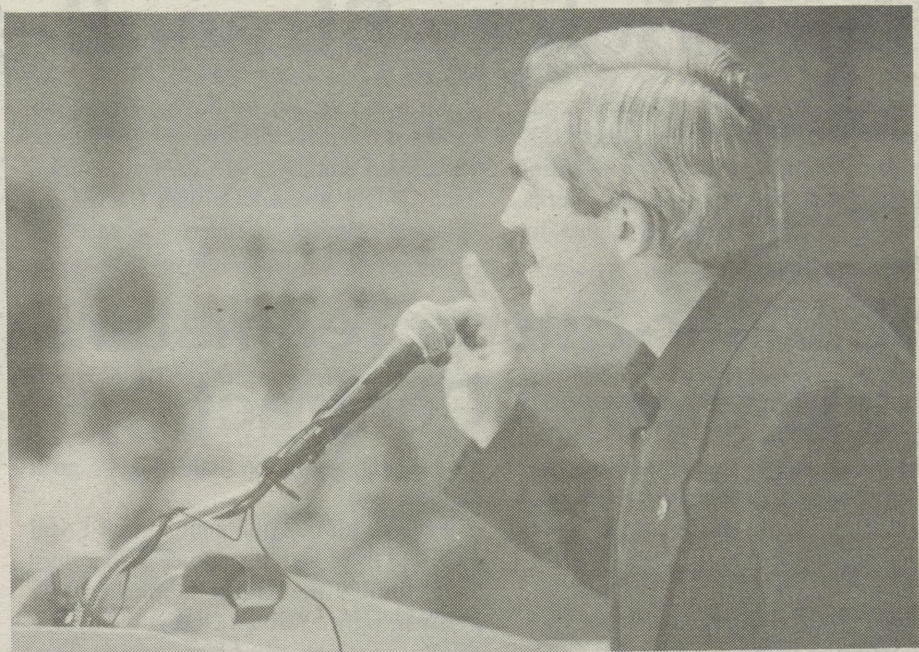
Brother Hoffa has said that he has unified our union. If you look at the meeting that he held in Las Vegas, it seemed pretty unified, didn't it? They go along with him, at least in public. That's not our kind of unity. Ours is involving all members of all viewpoints, of all ages and unifying them as proud Teamsters.

That's the unity that will make this union strong. That's the kind of unity that we stand for and will work hard to build.

Where there's unity, there's strength. And where there's strength, there's power. I'm talking about power to energize, and power to mobilize, and power to organize.



Willie McGee, Chicago Local 705, at one of the many educational workshops at the TDU Convention.



What does our vision of the union mean in the real world?

First, we believe in winning good contracts. Not settling for bad ones, not contracts where you say, "Oh well, we'll do better next time."

The economy is up and has been for a while. We must take advantage of this to turn things around in freight, carhaul, grocery and many other industries. Bargaining the Master Freight Agreement will be a big challenge for the next administration and the union as a whole.

The issues have not changed — the spread of nonunion carriers, erosion of wages, benefits and safety. What does have to change is how we bargain.

We must involve freight stewards and members in every step of strategy, planning and development of demands. We must start early to organize the biggest mobilization of the membership this union has ever seen.

To add teeth to our freight and UPS mobilizations, we must have an extensive organizing plan, with enough staff to help locals all over the country go after numerous targets in the industry. In the Carpenters Union, one third the size of ours, they have hired 600 organizers in the last two years. Imagine the difference it would make if our union would hire 1,000 activist members and train them as organizers to take on the nonunion competition!

An excerpt from a speech to the TDU Convention by Tom Leedham, candidate for Teamster General President on the Rank & File Power Slate. Copies of the full speech on videotape will soon be available.

Be a TDU Builder

TDU needs your financial support to stay strong. At the convention, TDU members dug deep and raised over \$53,000 to help build our movement over the coming year. Ninety-one of those members stepped up to the plate and pledged \$200 or more. Forty-one made a real stretch and pledged \$500 or more. Others gave \$100, \$50, or \$25. Each contribution was a much-needed shot in the arm for Teamster reform.

You can still be part of the convention spirit by joining those who donated at the convention with your own pledge of support to TDU. Just clip out this coupon and mail it back to TDU with your donation or pledge indicated. If you pledge \$200 or more, you will be honored as a TDU Builder and given a special TDU lapel pin in recognition.

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TDU solicits and accepts donations only from Teamsters, retired Teamsters, and spouses who are not employers. Only funds from current Teamster members may be used for campaign purposes.

Return to TDU, Box 10128, Detroit, Mich. 48210

Willie Hardy
Candidate for Southern Region Vice President
on the Tom Leedham Rank & File Power Slate
Address to TDU Convention, Nov. 4, 2000

Court Victory Strengthens Carhaul Seniority

In October a Michigan federal court ruled in favor of Flint, Mich., Local 332 carhauler Robert Williams, awarding \$225,000 in back pay and pension benefits, and also in favor of seniority rights for Teamster carhaulers.

It was a victory for dovetailing rights, and for the principle that subsidiaries of a carhaul employer are really one company, TDU attorney Barbara Harvey explained. Harvey pursued the case for eight years as the employer and union

officials used every possible stall.

Former IBT vice president Ken Mee, now retired in California, traveled to Flint to testify for the plaintiff. He was up against Hoffa's appointed Carhaul Director, Doc Conder, and Louisville official Fred Zuckerman who testified for the union officials and the company in favor of endtailing and against seniority rights under Article 5 of the national contract. That's right, top union officials testified against seniority rights and for the interests of the employers.

Seniority Sold Out

The case originated in 1992, when Ryder transferred the GM Truck and Bus yard work from Complete Auto Transit to a new Ryder subsidiary, Transport Services, Inc. Howard Molpus, the Local 332 principal officer, allowed Ryder to entail the Ryder Teamsters. Molpus's son was a low-seniority worker at TSI who benefitted from this deal, as senior Ryder employees lost work. Williams, who could no longer work on the road, was forced out with 33 years seniority.

The jury ruled against both the employer and the IBT officials, and in favor

of good union principles, after a month-long trial.

The employer was represented by Robert Mercado, of the corporate firm that

Top union officials testified against seniority rights and for the interests of the employers.

bargains for the auto carriers.

The union officials were represented by Wayne Ruddle, the former law partner of James Hoffa. They refused to settle the case, preferring to pursue it endlessly, trusting that their deep pockets of corporate money and union dues money would outlast Williams and his attorney, Barbara Harvey. Fortunately for Teamster carhaulers, they were wrong.

Ryder has long since sold its Auto Carrier Division to Allied, but this victory is still significant for all carhaulers. It says seniority rights do count, and that the carhaul companies cannot create subsidiaries and then pretend they are not the same company.

Anheuser-Busch Teamsters Still Without A Contract

After being bludgeoned by the International into finally accepting a concessionary contract on their third national vote and then having a half dozen locals squeezed to force ratifications on the local supplements, Anheuser-Busch Teamsters are still working without a contract. CEO August Busch continues to completely dictate the terms of any agreement to a humiliating degree.

In the latest development, all locals had ratified their local supplements under pressure, with the exception of Newark, N.J. Local 102, a small unit. (The Teamster Constitution requires all locals to ratify their supplements before the national agreement can be put in force.) The International told Local 102 that they would be given one more opportunity (their fourth) to ratify their local supplement or they would be stripped of their membership in

the bargaining unit and cut loose to go it on their own.

Faced with this, the members of Local 102 felt they had no choice and reluctantly ratified their local supplement. So it's over, right? Wrong. During the course of the contract campaign locals from around the country had filed many Unfair Labor Practice (ULP) charges with the NLRB. Most of these await final resolution. Now August Busch has refused to sign the final agreement unless all locals withdraw all of their ULP charges — a demand that has no basis in legality whatsoever.

The International apparently has no clue what to do now. They have ordered the locals to send them copies of all of their ULP charges. But locals have received no response since sending their charges to the Marble Palace.

Safeway Strikers Settle Contract

On Dec. 1, 1,600 members of Stockton, Calif., Local 439 voted by a two-to-one margin to accept a contract, ending their six-week strike against Summit Logistics and Safeway Foods.

The strikers and their local union fought valiantly from the start, taking on an employer that was given a free hand by Teamster higher-ups back in 1992, in the form of a deal that allowed almost sweatshop conditions into the grocery industry.

Local 439 and area Teamsters organized an effective boycott of Safeway in Northern California that cut deeply into sales and profits.

Some strikers only reluctantly voted to accept the contract. While it provides wage and benefit improvements and other gains, the strikers had targeted two big issues that they were not able to win. These were brutal productivity standards in the warehouse and activity-based pay for drivers, another form of speed-up that is too common in the industry.

International Union Support Needed

The militancy of the strikers and determination of their local union were a potent force, but to beat Safeway on those big issues they needed the full support of the International Union, to spread the strike and launch a national boycott of Safeway. That support was not forthcoming.

ing.

The local union took bold action when they expanded their action against Safeway from just a consumer boycott to primary picketing at the stores, in a move to disrupt deliveries of bread, milk, and beverages.

There was talk of expanding the picket lines to Safeway's Teamster-organized warehouses and plants nationwide, but the International left it at just talk. When pickets came to Safeway's bread and milk plants in Oakland, Calif., local Teamster official and International Representative Rome Aloise declined to honor the picket line, claiming that the union would not be protected.

The Longshore Union donated \$10,000 to the local's battle, then refused to load Safeway's containers bound for stores in Hawaii. That kind of solidarity was needed in big measure from our Teamsters Union leadership.

While the strikers didn't win all their goals, they fought the union busters — who paid millions of dollars to bring in scabs from out of state — to a standstill. They won contract improvements. And they can take pride that they took on the brutal conditions that have destroyed the bodies and livelihoods of too many Teamsters. Our whole union needs to take up that fight.

Who's Protecting the Carhaul Border Agreement?

Carhaulers on both sides of the U.S.-Canadian border rely on the border agreement in our contracts for job protection. But recent moves by the employers show that the border agreement may be in jeopardy.

The first sign came in April, when the International and locals 938, 299, and 332 gave Allied an illegal side deal to violate the border agreement for 30 days. Rank and file members on both sides of the border took legal action against the deal, and finally Local 299 members were given a vote and rejected it. We sent a message that we would fight to defend our contracts. But Allied had gotten its foot in the door.

Now we're hearing noises that the em-

ployers are coming back for more. Lease-way in Ontario is threatening members' jobs unless the border agreement is busted. Even worse, our union officials are doing nothing to challenge this attack on good carhaul jobs. At Local 938 carhaul craft meetings, officials have answered questions with "we have to change with the times."

It's true that the carhaul industry is changing, but that doesn't mean our contracts have to suffer. The International Union needs a strategic plan to protect jobs and build clout in carhaul. Organizing has to be part of it.

The employers have a plan to bust our border agreement. Our union needs a plan to protect it.

Selkirk Votes 99% Against Flex; Battle Continues

In Selkirk, N.Y., and other parts of the East, Allied is continuing its press for a flex work week for drivers. When faced with opposition they have stepped in with threats and fear tactics. UPS Logistics has also butted in, appearing at negotiations to root for the flex.

Members in Selkirk voted by 99 percent to reject the flex in October. Soon after, management announced that Chrysler traffic would be shifted to Buffalo and to Westboro. So far, they've taken no steps to follow through on this threat.

Allied returned to the table on Nov. 29.

This time Local 294 offered a "voluntary" flex under which 15 Sunday night starts would be created.

When negotiations broke down Allied tried a new threat: the loss of GM work. At the same time, it was made clear that Local 592 in Virginia was prepared to agree to the flex.

Selkirk members have held firm to uphold the provisions of our contract. Their fight would be much easier with backing from our union. But so far, the IBT carhaul division has failed to offer any assistance — letting members and locals go it alone against Allied.

Members Have an Opportunity for Change

California Local 572 Put Under Trusteeship

The IBT, prompted by recommendations and a report by the Independent Review Board (IRB), placed Carson, Calif., Local 572 under trusteeship on Oct. 10. The 164-page report, issued on Sept. 27, details incompetent and negligent executive board performance, sham bargaining agreements, cronyism, and other corrupt practices that have long been familiar to rank and file members of Local 572 during principal officer Jack Cox's reign.

The 164-page [IRB] report, issued on Sept. 27, details incompetent and negligent executive board performance, sham bargaining agreements, cronyism, and other corrupt practices that have long been familiar to rank and file members of Local 572 during principal officer Jack Cox's reign.

The IRB's investigation was initiated in September, 1999 by Local 572 members who attempted to wrest control from the Cox regime during the local's 1999 officer elections as part of the Members for a Stronger Union (MFASU) slate.

Sham Contracts

In the course of campaigning, MFASU members uncovered a slew of shady dealings, among which was a scheme of entering into sham bargaining agreements with employers in order to provide them with health insurance under the union's plan, the South Bay Teamsters and Employers Health and Welfare and Related Benefits

Fund (SBT Fund).

Among those benefiting from this scam were 28 companies associated with the Pacific Southwest Employer Association (PSEA) group, controlled by CHP Administration Inc. owner Walter von Grempe and used as a vehicle by von Grempe to sell health insurance through the SBT fund, which CHP administered for Local 572.

The agreements themselves were not the product of legitimate collective bargaining between the union and employers, but were dealt out by insurance agents to company owners and hand-picked employees. The employers in turn paid phony "dues" through SBT Fund administrators who acted as go-betweens. There were no contract ratification votes for the PSEA "agreements," Local 572 President James Gaultiere having signed the agreements without consulting any members.

The IRB investigation also revealed that the Local had hired disgraced former Local 63 Secretary-Treasurer Robert Marciel, who had been removed from office under an IBT trusteeship just short of attaining pension eligibility. Cox then hired Marciel to work part-time for the local in 1993, in spite of the fact that Marciel continued to act as an employer representative, often sitting across the very same table as Cox during at least two labor-management meetings! Worse yet, in 1998-99 Marciel acted as a union-buster on behalf of Golden State Foods, which was undergoing an organizing drive by employees seeking representa-

tion from IBT Local 117.

Cox's crooked schemes were no doubt facilitated by the complete absence of any properly functioning Executive Board. Between January 1992 and August 2000, Local 572 held less than half the number of E-Board meetings mandated by the IBT constitution. The E-Board also delegated responsibility for expenditures to Cox, in clear violation of the local's own bylaws, and failed to verify the local's bank balances.

Hoffa Fails to Respond

Discovery of such acts prompted Local 572 member Frank Halstead to write a letter to IBT General President James Hoffa asking him to investigate. Hoffa never responded. Halstead also wrote to the chief investigator of the IRB and shortly after an investigation was underway. "I was disappointed but not surprised. Hoffa has no intention of cleaning up corruption in our union," says Halstead.

During the course of the 1999 election, lapsed members, as well as "employer association" owners and individuals such as Marciel, received ballots. In a display of thuggery reminiscent of the pre-reform IBT, Local 572 and Local 63 business agents acting as campaigners for Cox disrupted a MFASU picnic and were invited by Cox to the Local 572 nominations meeting to act as cheerleaders for Cox and his slate. Post-election charges were filed by MFASU candidate for Secretary-Treasurer Lupe Ramirez with Joint Council 42. The Joint Council

Cover Up Continues \$1 Million Still Missing in Indiana

IBT President James Hoffa quietly disbanded the Indiana Conference of Teamsters recently. Not a single Teamster will miss this do-nothing body.

The action comes in a continued attempt to cover-up the revelation by the Independent Review Board (IRB) that \$1 million in dues money was diverted into an Indiana officials-only pension fund. The IRB called for returning the \$1 million from the slush fund to the Indiana locals. So far Hoffa has ignored this IRB recommendation.

Former Head of Miami Local Indicted

Clarence Lark, former president of Miami Local 390, was indicted on charges of drug smuggling, extortion and union racketeering in early November.

The charges stem from a drug smuggling operation at Port Everglades involving nearly 8,000 pounds of cocaine and 85,000 pounds of marijuana. Lark is also charged with taking kickbacks in exchange for jobs on the sets of the movies "Striptease" and "Cape Fear."

Money from the drug business was

E-board, headed by Western Region V.P. Jim Santangelo, denied the charges.

Members Have an Opportunity

The rank and file of Local 572 have an opportunity. An election will be held within 18 months, and new leadership is desperately needed. Those in charge of the trusteeship have made it very clear they have no interest in membership involvement. It's up to the rank and file, who initiated the investigation of corruption in the first place, to now make Local 572 into a strong and democratic local.

Teamster Election Set for Nov. 14, 2001

It's official. The dates for the election of Teamster officers are set. Ballots will be mailed to all 1.4 million Teamsters on Oct. 9, 2001. Counting will begin on Nov. 14, 2001.

We've fought long and hard to win the Right to Vote with impartial supervision of the election. We urge all Teamsters to learn about the candidates and issues and cast an informed vote.

Court Orders Employers to Grant Election Access

On Nov. 8 federal judge Loretta Preska signed an order allowing candidates for Teamster International office and members supporting them access to employers' parking lots for campaign purposes.

The order states that parking lot access is necessary for a "fair, free, democratic and informed election." Election Administrator William Wertheimer then issued an Advisory which is available for members to show to employers if they are questioned.

The court order is extremely important because numerous employers, including UPS, freight carriers, Anheuser Busch, Tri-Valley Canning, Purolator, Sysco Foods and many others initially tried to bar supporters of Tom Leedham from campaigning on their employee parking lots. All of them have now either voluntarily settled the issue or been ordered to comply.

(For a copy of the advisory on parking lot access, go to www.ibtvote.org, or contact TDU.)

Local 89 President Caught

The IBT Election Administrator (EA) ruled in late November that Local 89 President Fred Zuckerman committed serious violations when he falsely attested that he had collected signatures on petitions in support of candidates on the Hoffa slate.

Further, the EA ruled that Local 89 had illegally used union resources to support

Hoffa's candidates by routinely soliciting signatures at the union hall. (Copies of this decision are available at www.ibtvote.org.)

Also in November, indictments against two former Local 89 presidents from a 1995 violation of state of Kentucky election law were reinstated by the state Supreme Court.

Proposal for Teamster Contracts

Election Day Should Be a Holiday

The day after the elections for President and Congress, Governor John Engler of Michigan angrily blamed the Big 3 automakers for tipping the balance of the Michigan election against the Republicans in the close races for President and the Senate.

He was mad because the United Auto Workers had negotiated with all the auto makers for federal election days to be holidays. Across America, there was no car production on Nov. 7.

As a result, hundreds of thousands of auto workers not only had plenty of time to vote, but some of them took the time to volunteer to help with phone banks, get-

ting neighbors to the polls and other forms of participation. Voter turnout of union families in Michigan was extremely high.

Teamsters Should Go For It

Teamsters should join this healthy trend. The International Union could make this a priority in our contracts, large and small. It may be hard in industries that demand continuous service (such as UPS) but in many industries and companies it would not be so hard to win.

We could increase participation of our members and also start a movement to make Election Day a federal holiday, which would greatly increase voter turnout and civic participation.

Union Hierarchy Tries to Subvert Members' Vote

Local 2000 Reform Slate Wins

Northwest Airlines flight attendants have endorsed continuing union reform by electing the Flight Attendant Mobilization Slate over a Hoffa-backed slate. With 55 percent of the votes, current Secretary-Treasurer Danny Campbell won the top position of President over his opponent, who got 35 percent of votes. A third candidate garnered 10 percent. The winning team consists of supporters of TDU.

Campbell spoke of the vote saying, "Our last Local 2000 administration began a program of reforming the union, but some officers lost their way. Flight attendants want positive reforms to continue and we will carry that forward."

The winning slate represents those who led the movement to reject an initial contract offer promoted by Hoffa. The local

executive board became divided over the approach to fighting for the contract; Campbell and other reformers supported continuing the members' contract campaign and building public support.

By rejecting the first offer, the rank and file won \$160 million in increases to wages and pensions in the second offer. Some felt the contract did not go far enough, but that their present leadership and Hoffa would not get anything better.

Ever since members rejected the first contract, reformers have been under concerted attack.

- Hoffa pulled the plug on the members' contract campaign and kept members in the dark.
- In the midst of negotiations, Hoffa allowed the company to seize mem-

bers' home computers over an alleged sickout. This caused a widespread sense of member powerlessness and disgust with the union and paralyzed rank and file communication — a complete turn-around from the unprecedented involvement during the contract campaign.

- Hoffa appointed "personal overseer" Brad Slawson to turn over stones and play henchman at the local. Slawson directed an audit of the local, but found nothing wrong.
- When all this failed to quash reformers, Slawson orchestrated bogus charges against Campbell in a political move to influence the election.

IBT Officials Try to Overrule Vote

The day before ballots were counted, Joint Council 32, headed by International Secretary-Treasurer Tom Keegel, ruled to bar Campbell from taking office. Campbell's attorney, Barbara Harvey, has requested a stay from Hoffa until the appeals process is finished. Since the vote, other petty charges have been filed against Campbell and against Bob Krabbe, the Secretary-Treasurer-elect.

Hoffa's moves have obstructed mem-



Local 2000 President-elect Danny Campbell.

bers' rights and local autonomy. His interference in the local has disaffected many members and fueled sentiments for decertifying from the Teamsters. The local election was seen as a way to get beyond the damage done by the IBT leadership.

Campbell told the *Minneapolis Star Tribune*: "We're hoping that Hoffa respects the democratic vote of our flight attendants. We need to come together and recognize that our common opponent is Northwest Airlines."

Tom Leedham Rank & File Power Slate

East Coast Tour Builds Campaign

More than 250 rank and file Teamsters turned out to talk issues and raise money for the Tom Leedham Rank & File Power Campaign at events in New York, New Jersey and Philadelphia on Nov. 17-19.

Tom Leedham and Willy Hardy, a vice presidential candidate from the Southern Region, told packed rooms that grassroots energy would power the Rank & File Power Slate to victory next year.

A Grassroots Campaign

"We're not going to raise the kind of money that our opponents will, but we don't have to," Leedham said. "Hoffa may outspend us 20 to one, but our slate and our grassroots network will out-work him 100 to one."

The grassroots network is growing. Two-thirds of the members who came out were hearing Leedham speak for the first time.

"People came away impressed," said Philadelphia Local 115 member Cookie Walker. "Leedham and Hardy know the issues. They spoke with fire in their belly."

They don't talk down to the members. They're the kind of leaders we need, real Teamsters who will represent the members, not the companies, which is what we're seeing right now."

"We raised thousands of dollars for the campaign," said New Jersey Local 177 member Bill Heady. "But more importantly, we brought in more rank and file volunteers who are going to spread the word."

Even the media has begun to take notice. Three television stations and a newspaper turned out to cover the events.



Tom Leedham addresses a packed hall in Carteret, N.J., above. At left, Willie Hardy talks with Teamster members about the freight industry and the Rank & File Power campaign.



Cliffhanger Election In Seattle Local 174

As we go to press, the election of local officers in Seattle Local 174 has not quite been settled. Secretary-Treasurer Bob Hasegawa is trailing challenger Scott Sullivan by five votes, out of some 3,000 cast, with 59 challenged ballots still to be resolved.

Hasegawa and the Local 174 Teamster reform movement have battled for years to make the 7,000-member local into a strong, democratic, progressive force. At the same time they have had to fight a rearguard action against the Teamster old guard, who have worked hand-in-hand with the employers to undermine reform. For example, in 1997 UPS labor relations people were caught on tape discussing their plot with joint council officials to undermine Hasegawa, who insisted on bringing rank and file members into bargaining for the Washington State rider.

The old guard forces narrowly won the Local 174 delegate election in 1996, beating Hasegawa and the reformers. In 1997 Hasegawa narrowly won a three-way race for local union office. The reform leaders then set about to boldly change the direction of Local 174. They brought in all new BAs from the ranks of stewards, and at the same time they launched innovative contract campaigns, a strong organizing program and community outreach programs.

Meanwhile, old guard Teamster officials stepped up their attacks on Hasegawa. Strike sanction was denied

members by the International. Old guard officials funded a warchest to campaign against him. The Washington joint council, headed by Jon Rabine, groomed members with long family connections to the old guard to run.

Hasegawa has said that however the final vote turns out, he fully respects the democratic process.

True to form, as the votes were being counted, Hasegawa spent the day on the picket line at the *Seattle Times*, where 900 reporters, photographers, sales and circulation workers in the Newspaper Guild went on strike hours earlier. Some 100 members of Local 174 immediately respected the strike.

But 500 other Teamsters, members of Local 763, were ordered by their secretary-treasurer, Jon Rabine, to cross the picket line in a last-minute deal that he has refused to even let members vote on. The contrast between the leadership of Hasegawa and Rabine could not be more clear.

If Hasegawa's goal was simply to hold on to union office or move up the union ladder, it might have been wiser to play go-along, get-along. Instead, he has implemented bold changes, challenged business-as-usual unionism, and built a stronger, more progressive local. That's the path that Local 174 reformers will continue to travel, whatever the outcome of this election.

Teamster Delegate Elections

Members Gear Up for Successful Reform Campaigns

In the next few months, Teamster locals across the country will be holding elections to choose their delegates to next year's Teamster Convention.

Convention delegates will vote on important reforms to the Teamster Constitution and officially nominate candidates for the 2001 election for International officers.

Hoffa is working hard to pressure officers in hope of preventing the Tom Leedham Rank & File Power Slate from being nominated at the convention. If Hoffa has

his way, Teamster members won't even have a choice in next year's election.

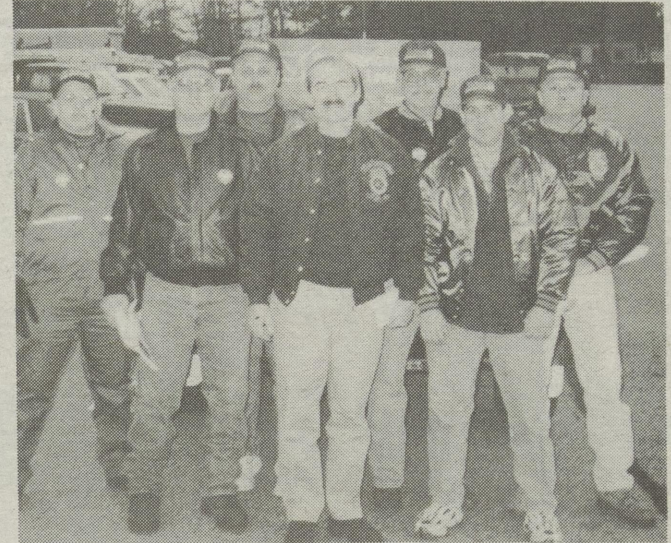
But across the country, rank and file Teamsters are throwing a wrench into Hoffa's plans. In local after local, members are putting together reform slates to run for delegates, often in locals where convention delegate elections have never been contested before.

Take New Hampshire Local 633 for example. Members there haven't voted in a contested officers' election in more

than a decade and they have never had a choice for convention delegate. Until this year, that is.

As we go to press, Local 633 members are casting their ballots in a tight race between the Working Teamsters for Tom Leedham and a slate headed by Local 633 principal officer David Laughton.

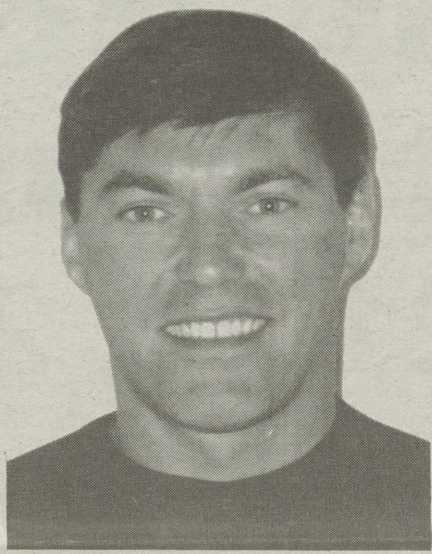
A long-time incumbent officer and head of the Brewery Conference, Laughton entered the race a heavy favorite. But the Working Teamsters for Tom Leedham have closed the gap by running a well-organized campaign.



In New Hampshire, the Working Teamsters for Tom Leedham Slate planned early and campaigned hard, taking their message to the Local 633 rank and file: "We are working Teamsters just like you. We don't owe Hoffa any favors. We will stand up for your interests at the Teamster Convention — and yours alone."

"I was in Philadelphia as an elected delegate to the 1996 IBT Convention. I saw Hoffa try to make good on his promise to shut down the convention to thwart the reform agenda. This time I am going back to push for reforms that will protect our right to vote, give us the right to elect our business agents if we want, stop wasteful spending on multiple salaries and officer-only perks, and build a strike fund that will help locals deliver strong contracts. That is why I am running for IBT Convention Delegate for Milwaukee Local 200."

Tim Buban,
Local 200, Consolidated Freightways
Milwaukee



"I've never felt that the leadership has properly represented members in our local. I've tried every which way to pursue remedies. I became a steward because our grievances were not being addressed, but that alone could not fix the problem of bad union leadership. Our members deserve to be represented at our convention by members who are willing to address the problems we face. That's why I'm running for delegate."

Kathy VerDorn
Local 320, City of Minneapolis
Minneapolis



Meeting the Challenge

With so much at stake at next year's convention, working Teamsters who care about reform need to get involved in convention delegate elections.

What does it take to mount a strong delegate election campaign? Here's our advice based on TDU members' experiences as candidates in hundreds of races.

✓ **Prepare early.** Request a copy of the Local Union Plan for Delegate Elections from your local union principal officer immediately. The plan contains important information that will help you prepare your campaign, including the number of delegates and alternates your local will send to the convention and how the election will be conducted.

✓ **Build a diverse slate.** Reach out to concerned Teamsters from different shops and crafts, and of different races and gender. A strong slate includes credible candidates with diverse backgrounds.

✓ **Stake out a reform platform.** Use the convention delegate election to speak out on reform issues that are important to working Teamsters in your local. Many members won't know what a convention delegate is. But they do care about winning stronger contracts, eliminating waste and outrageous officer perks, and having a voice in our union.

✓ **Build a volunteer network.** Winning campaigns build steam the way we

build union power: by involving the members. Ask members to help with the campaign by distributing information to fellow Teamsters, circulating petitions, helping with a mailing, raising and contributing funds, etc. Try to recruit at least one volunteer at each of the major worksites in your local. Reformers will have a stronger voice in your local if you use the delegate election to build an organized network of rank and file reformers.

✓ **Take time off to campaign.** Volunteers are crucial but they can't do it all. If you want to win, voters have got to meet you face-to-face. Schedule time off in advance to campaign. Contact the Leedham Campaign about having a Rank & File Power Slate candidate come to campaign with you.

✓ **Reach members with a mailer.** A good campaign mailing, timed to go out with the ballots, can turn the tide in a close election. But it will require careful planning and funds. Contact the TDU office early in your campaign for more detailed advice.

✓ **Phone bank to get out the vote.** Tight races are won by the side that is most successful in turning out their supporters. And the best tool for turning out the vote is a phone bank. A phone bank takes planning, but it doesn't have to be complicated or expensive.

What's at Stake?

Working Teamsters who ran successful delegate campaigns have had a huge impact at previous Teamster Conventions.

Rank-and-file Teamsters paved the way to important reforms like the right to vote for top Teamster officials and majority rule on contracts by bringing these issues to the convention floor. If it was left up to old guard officials, these issues would never even have been discussed.

In 2001, reform delegates will again play a critical role.

Reform delegates will make sure that Teamster members have a choice in the 2001 election by nominating the Tom Leedham Rank & File Power Slate.

Reform delegates will also introduce important reforms to the Teamster Constitution, including:

- ▶ **Banning multiple salaries for Teamster officials** and capping the top Teamster salary at \$150,000. Reform delegates will propose that the savings be directed to fund programs that benefit the members like campaigns to win good contracts and organize the unorganized to build Teamster bargaining power.
- ▶ **Restoring the right of local unions to have elected or appointed business agents.** Currently, it is forbidden by the Teamster Constitution for locals to switch to a system of elected business agents.
- ▶ **Establishing a Rank & File Bill of Rights** including the right to elect shop stewards (stewards are appointed in many locals), the right to mail ballot elections for local officers, and other reforms.

These are just a few of the key issues that will be debated at the 2001 Teamster Convention. Check out future issues of *Convoy Dispatch* for more in-depth coverage of what's at stake at next year's convention.

TDU Convention 2001

- ▶ Were you one of the hundreds of Teamsters who attended the 2000 TDU Convention?

Then you know you won't want to miss the next one!

- ▶ Didn't make it to the last convention?

Don't be left out again!

Make Plans Now to Be in Pittsburgh!

September 21-23, 2001

Pittsburgh
Hilton



*See inside for coverage of the recent
TDU Convention in Cleveland.*

